



**City of Petaluma
Employee Benefits
Unit 6 – Peace Officers’ Association
(POA)**



RETIREMENT: California Public Employee’s Retirement System (CalPERS), Safety employees: 3% @ 50. Employee contribution of 9% deducted from employee’s base pay on a pre-tax basis.

Miscellaneous employees: 2% at 55. Employee contribution of 7% deducted from employee’s base pay on a pre-tax basis.

The City does not participate in Social Security. 1.45% mandatory payroll deduction for Medicare.

HEALTH PLANS: The City provides health insurance through CalPERS. Employees have the choice of Kaiser, Blue Shield, PERS Choice or PERS Care. City contributes up to 95% of the Kaiser rate for employees and dependents. Current City contribution rate is as follows: \$511.18 for employee only, \$1,017.11 for employee plus 1 dependent, or \$1,320.68 for employee plus 2 or more dependents.

DENTAL PLAN: City provides and contributes the monthly premium for the Delta Premier Plan for employee and dependants. Coverage is up to \$1500 per year for each family member. 100% diagnostic and preventive, 80% basic benefits and other major work such as crowns, jackets, etc. Orthodontic benefits for dependent children at 50% up to a lifetime maximum of \$1000 per child.

VISION CARE: City provides and contributes the monthly premium for vision care for employee and dependants through Medical Eye Services. Coverage includes eye exams, standard frames and standard lenses every 12 months.

LIFE INSURANCE: City provides and contributes the monthly premium for term life insurance in the amount of \$50,000. Management receives 1.5% of base salary up to a maximum of \$175,000 coverage.

LONG TERM DISABILITY: Long term disability benefit plan through PORAC. Plan has 30-day waiting period, benefit equals 70% of salary up to a maximum of \$9,500 per month.

EDUCATION REIMBURSEMENT: Up to \$1,000 per fiscal year for tuition and books.

FLEX SPENDING ACCOUNT: Tax deferred payments for dependent care and health care.

VACATION: 10 days after one year to two years of service; additional days are earned with additional years of service.

HOLIDAYS: 12 paid holidays per year, plus 1 floating paid holiday per year.

NEWBORN CARE LEAVE: May use up to 21 consecutive calendar days of sick leave for new born child care.

SICK LEAVE: Sick leave is accrued at the rate of 8 hours per month.

EMPLOYEE ASSISTANCE PROGRAM: City provides and contributes the monthly premium for paid professional counseling service. Coverage includes 6 face to face visits and unlimited telephonic visits per family member per incident.

DEFERRED COMPENSATION: Employees may defer up to a maximum of \$16,500 annually on a tax-deferred basis. Choice of 3 plans providers Hartford 457, CalPERS 457, or ICMA.

BILINGUAL PAY: Employees certified as bilingual proficient are eligible to receive \$200 per month for a high level of proficiency, or \$100 per month for an acceptable level of proficiency in Spanish.

CALL BACK PAY: 2 hours minimum at overtime rate.

CANINE PAY: Officers assigned as a Canine Officer shall receive compensation for 7 hours per fourteen day period at 1.5 times employee's base hourly rate.

COMP TIME ACCRUAL: 240 hours per fiscal year.

OFF-DUTY COURT TIME: Minimum 4 hours at overtime rate. If cancelled less than 12 hours notice, minimum paid 2 hours at overtime rate.

EDUCATION INCENTIVE OR CERTIFICATE PAY: 5% of base salary for P.O.S.T. Intermediate Certificate, or 7% of base salary for P.O.S.T. Advanced Certificate, or 7% of base salary for P.O.S.T. Supervisory Certificate.

FIELD TRAINING: 5% of base hourly rate for Police Officers, Public Safety Dispatchers, and Community Service Officers.

HOLIDAY PAY: Employees regularly required to work holidays shall be compensated up to 96 hours of holiday pay (for 12 holidays per year) calculated at base hourly rate.

HOURS OF WORK: 5/8, 4/10, or 4/11 shifts.

LONGEVITY PAY: 5% longevity pay after 15 years of service.

OUT OF CLASS PAY: 5% above base hourly rate.

RETIREE BENEFIT: If you are a CalPERS Annuitant, you will receive up to \$100 per month, employees with 20+ years of service receive \$156.83 per month.

SHIFT DIFFERENTIALS: Regularly assigned swing shift employees (4:00 pm to 3:00 am) receive 3% above base hourly rate. Graveyard shift employees (8:30 pm to 7:30 am) receive 5% above base hourly rate.

SICK LEAVE PAYOUT UPON RETIREMENT: Employees with 10 or more years of service with City shall receive 50% of unused sick leave pay out up to 700 hours.

STANDBY PAY: \$3.25 for each hour on standby.

UNIFORM MAINTENANCE PAY:

Newly Hired Dispatchers: \$400 for uniform, thereafter, \$260 per year.

Police Officers & Sergeants: 1.5% of step 5 of Police Officer annual salary.

Community Service Officers, Police Officer Trainees, Evidence Technicians and Parking Enforcement Officers: 1.5% of step 5 of Community Service Officer annual salary.

*This document is intended as an informational guide only. For specific information please contact: Anna Santos, Human Resources, at (707) 778-4551.